

Natalya M. Alonso
Beedie School of Business, Simon Fraser University
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ACADEMIC POSITIONS

Assistant Professor, Management and Organization Studies Jul. 2022–
Simon Fraser University, Beedie School of Business; Vancouver, BC

Assistant Professor, Organizational Behaviour and Human Resources Jan. 2021–Jun. 2022
University of Calgary, Haskayne School of Business; Calgary, AB

EDUCATION

PhD in Business Administration May 2021
University of British Columbia, Sauder School of Business; Vancouver, BC

Bachelor of Commerce (Honours – First Class) May 2012
Queen's School of Business, Queen's University; Kingston, ON

PUBLICATIONS

Lyubykh, Z., **Alonso, N.M.**, & Turner, N. (in press). Beyond allies and recipients: Exploring allyship emulation in response to leader allyship. *Organizational Behavior and Human Decision Processes*

Alonso, N.M. & O'Neill, A.O. (2022). Going along to get ahead: The asymmetric effects of sexist joviality on status. *Organization Science*, 33(5), 1701-2083.

**Winner of the Outstanding Publication in OB Award, Academy of Management Conference*

Alonso, N.M. (2018). Playing to win: Male–male sex-based harassment and the masculinity contest. *Journal of Social Issues*, 74(3), 477-499.

Glick, P., Berdahl, J. L., & **Alonso, N. M.** (2018). Development and validation of the masculinity contest culture scale. *Journal of Social Issues*, 74(3), 449-476.

O'Neill, A.O., **Alonso, N.M.** (2018). Emergency responders and the dangers of “masculinity contests.” *Harvard Business Review* (online).

Lyons, B.J., Volpone, S.D., Wessel, J.L., & **Alonso, N.M.** (2017). Disclosing a disability: Do strategy type and onset controllability make a difference? *Journal of Applied Psychology* (*FT50 publication), 102(9), 1375-1383.

Jones, K.P., Arena, D.F., Nittrouer, C.L., **Alonso, N. M.**, & Lindsey, A.P. (2017). Subtle discrimination in the workplace: A vicious cycle. *Industrial and Organizational Psychology*, 10(1), 51-76.

SELECT AWARDS AND GRANTS

Simon Fraser University

- Insight Development Grant 2023
Social Sciences and Humanities Research Council (\$70,420)
- Winner of Outstanding Publication in OB Award 2023
Academy of Management Conference

University of Calgary

- Winner of Best Managerial and Organizational Cognition (MOC) Symposium Award 2021
Academy of Management Conference

University of British Columbia (PhD)

- Paul Chwelos Memorial Graduate Scholarship 2019
For Outstanding Teaching (\$2,500)
- Social Sciences and Humanities Research Council (SSHRC) 2018
Doctoral Award (\$40,000)
- Kathy Leavens and Peter Noble Graduate Student Research Award 2016
For Research in Women's Leadership (\$10,000)
- University of British Columbia Four Year Fellowship 2015
(\$114,538)

Queen's University (Undergraduate)

- Chernoff Family Award 2008
Queen's University Entrance Scholarship (\$60,000)
- Millennium Excellence Award 2008
National Laureate (\$20,000)
- Top Twenty Under Twenty Award 2008
Youth in Motion Foundation (\$2,500)

TEACHING EXPERIENCE

Beedie School of Business

- Instructor BUS 272: Behaviour in Organizations 2023

Haskayne School of Business

- Instructor OBHR 317: Introduction to Organizational Behaviour 2021/2022

Sauder School of Business

- Instructor COMM 292: Management and Organizational Behaviour 2019
Awarded the 2019 Paul Chwelos Memorial Graduate Scholarship for teaching excellence

Access and Diversity, University of British Columbia

- Tutor 2016–201

BLOGS / PODCASTS

Alonso, N.M. & Yu, S. (Sept. 20, 2019). Patil (2018): “The public doesn’t understand”: The self-reinforcing interplay of image discrepancies and political ideologies in law enforcement. *Administrative Science Quarterly Blog*.

MEDIA/PUBLIC PRESS APPEARANCES

“Exploring the 4-day work week”, CBC Vancouver 2023

INVITED PRESENTATIONS AND UNIVERSITY VISITS

Alberta Community Crime Prevention Association Annual Conference 2023
Expert panelist

Social, Personality, and Social Development (SPSD) Psychology Meeting, 2022
University of Calgary

International Conference on Law Enforcement and Public Health (LEPH) 2021
Expert panelist

The May Meaning Meeting (POS Community of Scholars):

Alonso N.M., (2021, May) Relational prototypes and responses to demographic demands for change. (Virtual).

Alonso N.M., (2020, May) Identity on trial: Occupational misfit and responses to felt public distrust. (Virtual).

Alonso N.M., (2019, May) Prototypes under construction: Challenges and opportunities stemming from occupational identity threat. Seattle, WA.

Stanford Bridging Research on Group Processes and Intergroup Relations:

Alonso N.M., & O’Neill, A.O.* (2018, September) Knowing your place: Asymmetric effects of joking on status conferral in a masculine occupation. Stanford, CA.

**Presenting author*

Masculinity Contest Working Group:

Alonso, N.M., (2017, June). Male-male sex-based harassment as an interpersonal masculinity contest. Vancouver, BC.

Invited Participant at Harvard Gender and Work Symposium 2019

Visiting doctoral student, Foster School of Business, University of Washington 2019
Hosted by Kira Schabram, Assistant Professor of Management

ORGANIZED SYMPOSIA

Alonso, N.M.*, Frické, P.*, & Reilly, P.* (2021, August) Unpacking how employees navigate unfulfilled, unreasonable, and unexpected occupational ideals. *Academy of Management Annual Conference* (Virtual). [Winner of MOC Best Symposium award] **Authors contributed equally.*

Alonso, N.M. (2020, August) The challenge and opportunity of navigating multiple identities at work. *Academy of Management Annual Conference*, Vancouver, CA (Virtual).

Alonso, N.M. & Kray, L.J. (2020, July) Gendered appraisals of doing bad and doing good: differential responses to and from men and women at work. *International Association for Conflict Management*, Charleston, SC (Virtual).

CONFERENCE PRESENTATIONS

Lyubykh, Z., **Alonso, N.M.**, & Turner, N. (2023, August). How do male observers respond to allyship? *Academy of Management Annual Conference*, Boston, MA.

Alonso, N.M., Lyubykh, Z., & Hershcovis, S. (2023, June). Strategic ignorance and third-party reactions to sexual harassment allegations. *Fostering Inclusion: A Workshop to Advance Research on Diversity, Equity, and Inclusion*, Seattle, WA.

Moke, J., **Alonso, N.M.**, & Lyons, B.J. (2022, August). Relating across difference: Exploring the possible benefits of self-compassion for interracial interactions. *Academy of Management Annual Conference*, Seattle, WA.

Alonso, N.M. (2021, August) Gender, Diversity, and Organizations (GDO) doctoral student consortium. *Academy of Management Annual Conference* (Virtual).

Alonso, N.M., Dhaliwal, N., Bandari, E., Berdahl, J.L. (2019, August) Boys don't cry crocodile tears: The effects of crying on punishment for men and women. *Academy of Management Annual Conference*, Boston, MA.

Alonso, N.M. (2019, June) Mixed messages: Organizational impression management and conflict over occupational identity definition. *Positive Organizational Scholarship (POS) Research Conference*, Ann Arbor, MI.

Alonso, N.M. & O'Neill, A.O. (2018, September) Knowing your place: Asymmetric effects of joking on status conferral in a masculine occupation. *Wharton People and Organizations Conference*, Philadelphia, PA.

Alonso, N.M. & O'Neill, A.O. (2018, August) Knowing your place: Asymmetric effects of joking on status conferral in a masculine occupation. *Academy of Management Annual Conference*, Chicago, IL.

Alonso, N.M., & Berdahl, J.L. (2018, May). Male-male sex-based harassment as an interpersonal masculinity contest. *Trans-Atlantic Doctoral Consortium*, London, England.

Alonso, N.M., & Berdahl, J.L. (2017, August). Male-male sex-based harassment as an interpersonal masculinity contest. *Academy of Management Annual Conference*, Atlanta, GA.

Berdahl, J.L., Glick, P., **Alonso, N.M.**, (2017, August). Developing the Masculinity Contest Organizational Culture Scale (MCOCS). *Academy of Management Annual Conference*, Atlanta, GA.

Berdahl, J.L., **Alonso, N.M.**, (2016, August). The blonde advantage in women's leadership: Investigating the paradox. *Academy of Management Annual Conference*, Anaheim, CA.

Alonso, N.M., Wessel, J.L., Lyons, B.J., & Volpone, S.D. (2016, April). Disclosing concealable disabilities: Effects of origin and strategy type. *Society for Industrial Organizational Psychology Annual Conference*, Anaheim, CA

SERVICE TO THE UNIVERSITY AND TO THE FIELD

Ad Hoc Reviewer

Administrative Science Quarterly

Organization Science

Organizational Behavior and Human Decision Processes

Supervision

Dissertation Supervisory Committee Member (UoC): Ivy Mai 2022-ongoing

DBA Thesis Supervisory Committee Member (UoC): Ryan Rex 2023

DBA Thesis Supervisory Committee Member (UoC): Stacy Soutiere 2023

Dissertation Internal Examiner (UoC): Clara Lee 2021

PSYC 449 Honors Thesis Co-supervisor (UBC): Ela Bandari 2018-2019

Committee Work and Other Service

Haskayne Equity, Diversity, & Inclusion (EDI) Committee 2021–2022

Organizational Behaviour and Human Resources PhD Student Engagement Lead 2018–2020

Work as a Masculinity Contest Working Group Organizer 2016–2017

PROFESSIONAL EXPERIENCE

Accenture 2012–2015

Management Consulting

Accenture 2011 (summer)

Management Consulting Summer Analyst

Unilever 2010 (summer)

Summer Sales Representative and Merchandiser

MEMBERSHIPS / AFFILIATIONS

Academy of Management (AOM)

Accenture Alumni Network

Top Twenty Under Twenty Alumni Network